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OPERATIONS GROUP FILE

LOGNOTE -- Chief, Operations Group, 11 April 1986

1. [redacted] PMCD, and I met today with Mbabane Bureau Chief [redacted] to discuss PMCD's plans for the upcoming wagescale increase in Swaziland and other pending FBN issues. Sue was advised by Norm that PMCD Compensation Division has drafted a wagescale for the bureau granting a 22.1 percent across-the-board increase in line with the average percentage increase approved by the Department. The wagescale draft still requires final approval from Chief/PMCD, and our hopes are that he will sign off on it without passing it on to D/Pers for final approval, a time-consuming and risky process. Norm commended Sue on her efforts in gathering data to support PMCD's wagescale recommendation, noting that there is probably little else she can collect at this point given the limited job market in Swaziland. On the issue of TCN employees in the bureau, Sue noted that she plans to proceed with her strategy of gradually promoting the local-hire Afrikaan monitors to a point where their compensation is roughly on a par with that of the TCN Portuguese. She advises strongly against doing anything else on this issue until that goal has been achieved. On the issue of TCN's, Sue advised that AID is gathering information to build a case that there are basically two types of foreign workers in Swaziland: expatriates, usually from South Africa, who receive Swazi salaries without extra benefits and have no repatriation (home leave) agreement, and third country nationals brought into Swaziland for specific jobs, usually from the UK, who receive housing benefits, 50 percent salary differential, and a repatriation agreement. This study could have an impact on future compensation plans drafted by the Embassy and lead to restoration of the TCN wagescale for those employees who qualify. We also discussed other upcoming benefit packages that have come out of the recent market survey including a medical insurance plan, a funeral benefit for employees, a housing allowance for TCN's, which is too low for area, and a retirement plan, in which none of Sue's employees is interested. The Embassy has also been tasked with drafting a leave plan based on local law and practice. This plan would significantly reduce annual and sick leave benefits, but grant a liberal maternity leave policy. Sue had no problem with our proposal to get authorization to attempt to continue to follow U.S. staff regulations in administering FBN annual and sick leave.

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(cc: Chief, Mbabane Bureau, Mbabane FBN file)